



# House of Representatives

General Assembly

**File No. 505**

*January Session, 2013*

Substitute House Bill No. 6491

*House of Representatives, April 15, 2013*

The Committee on Higher Education and Employment Advancement reported through REP. WILLIS of the 64th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

***AN ACT REQUIRING A REPORT FROM THE BOARD OF REGENTS FOR HIGHER EDUCATION AND THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF CONNECTICUT REGARDING ADMINISTRATORS.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1      Section 1. (NEW) (*Effective July 1, 2013*) (a) For purposes of this  
2      section, "administrator" means a full-time employee who is, as of  
3      November first in the year preceding the year in which the report  
4      required under subsection (d) of this section is due, in a position on the  
5      payroll that qualifies as a management occupation classification in  
6      accordance with the standard occupational classification system of the  
7      Bureau of Labor Statistics of the United States Department of Labor.
- 8      (b) Not later than January 1, 2014, and biennially thereafter, the  
9      Board of Regents for Higher Education shall compare (1) the salaries of  
10     the administrators at each public institution of higher education within  
11     the Connecticut State University System and the regional-community

12 technical college system with the salaries of administrators with  
 13 similar responsibilities at peer public institutions of higher education  
 14 in the United States, (2) the ratio of administrators to students and of  
 15 administrators to faculty at each public institution of higher education  
 16 within the Connecticut State University System and the regional-  
 17 community technical college system with the ratio of administrators to  
 18 students and of administrators to faculty at peer public institutions of  
 19 higher education in the United States, and (3) the salaries of the  
 20 administrators in the central office of the Board of Regents for Higher  
 21 Education with the salaries of administrators with similar  
 22 responsibilities in the central office of similar state university systems  
 23 in the United States.

24 (c) Not later than January 1, 2014, and biennially thereafter, the  
 25 Board of Trustees for The University of Connecticut shall compare (1)  
 26 the salaries of administrators at The University of Connecticut with the  
 27 salaries of administrators with similar responsibilities at peer public  
 28 institutions of higher education in the United States, and (2) the ratio of  
 29 administrators to students and of administrators to faculty at The  
 30 University of Connecticut with the ratio of administrators to students  
 31 and of administrators to faculty at peer public institutions of higher  
 32 education in the United States.

33 (d) Upon completion of the biennial comparisons made pursuant to  
 34 subsections (b) and (c) of this section, the Board of Regents for Higher  
 35 Education and the Board of Trustees for The University of Connecticut  
 36 shall report, in accordance with the provisions of section 11-4a of the  
 37 general statutes, on such comparisons to the joint standing committees  
 38 of the General Assembly having cognizance of matters relating to  
 39 higher education and appropriations.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2013	New section

**HED**      *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

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**OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

**Explanation**

There is no fiscal impact to the constituent units of higher education in requiring them to complete studies comparing their administrators' salaries and staffing ratios to those of peer institutions in the United States as they have the expertise and available data to complete such studies.

**The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis****sHB 6491*****AN ACT REQUIRING A REPORT FROM THE BOARD OF REGENTS FOR HIGHER EDUCATION AND THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF CONNECTICUT REGARDING ADMINISTRATORS.*****SUMMARY:**

This bill requires the Board of Regents for Higher Education (BOR) and the UConn Board of Trustees (BOT) to complete studies comparing their administrators' salaries and staffing ratios to those of peer institutions in the United States. For the purpose of these studies, the bill defines "administrator" as a full-time employee who holds a payroll position classified as a management occupation under the federal occupational classification system (see BACKGROUND). The employee is counted in a study if he or she is employed on November 1, beginning in 2013 and on the same date every two years thereafter.

By January 1, 2014, and afterwards biannually, BOR must compare:

1. salaries of Connecticut State University System (CSUS) and regional community-technical college administrators to salaries of similar positions at peer institutions;
2. ratios of CSUS and community-technical college administrators to students, as well as administrators to faculty, to ratios at peer institutions; and
3. salaries of BOR central office administrators to similar positions at peer institutions.

Following the same deadlines, BOT must compare:

1. salaries of UConn administrators to similar positions at peer

institutions, and

2. ratios of UConn administrators to students, as well as administrators to faculty, to ratios at peer institutions.

BOR and BOT must report the results of these comparisons to the Higher Education and Appropriations committees upon completion.

EFFECTIVE DATE: July 1, 2013

## **BACKGROUND**

### ***Occupational Classification System***

The Bureau of Labor Statistics of the United States Department of Labor has created a standard occupational classification system. The system classifies workers into occupational categories for the purpose of collecting, calculating, or disseminating data. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States.

## **COMMITTEE ACTION**

Higher Education and Employment Advancement Committee

Joint Favorable Substitute

Yea    20    Nay   0    (03/26/2013)